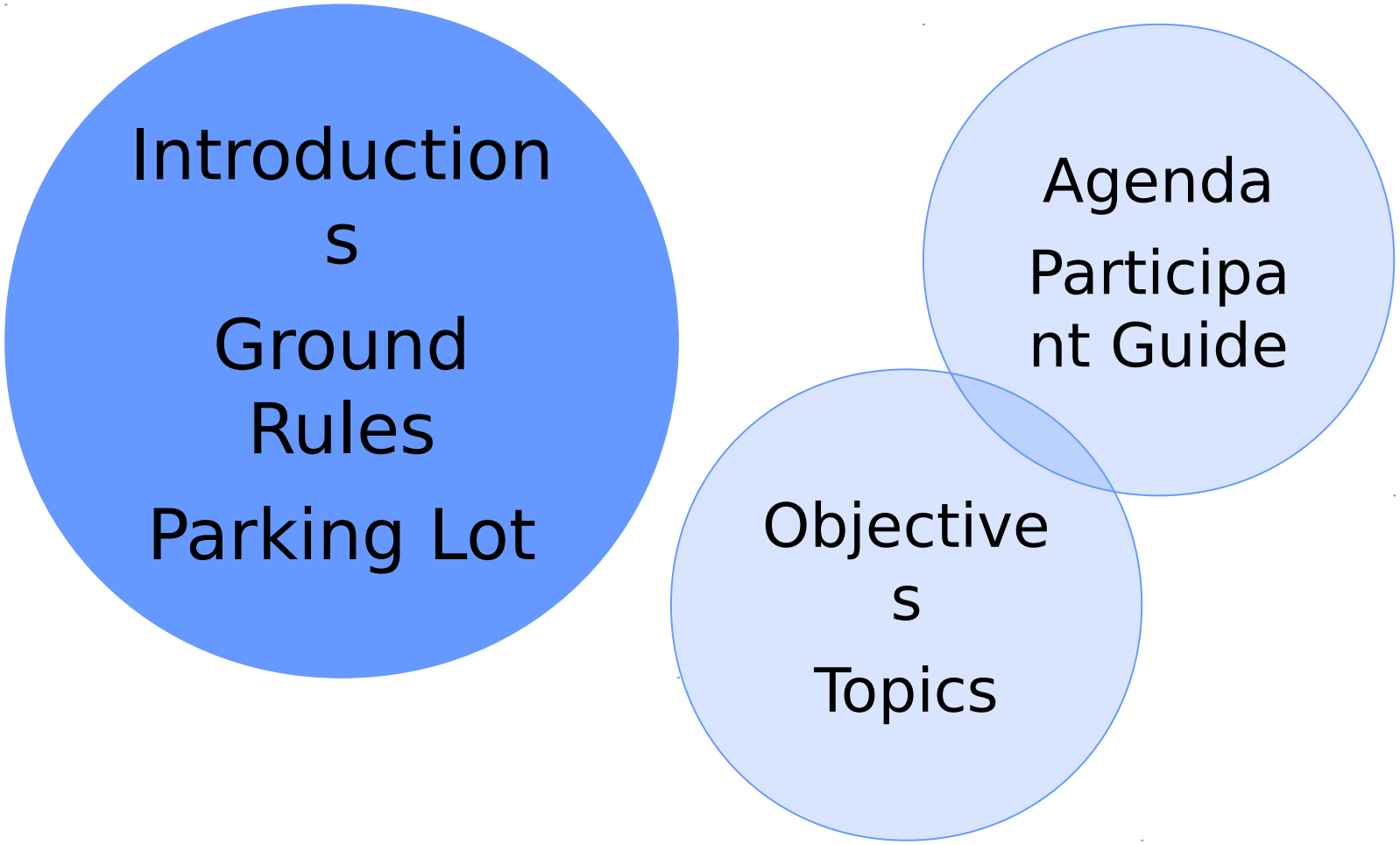
Department of Defense
National Security Personnel System

Performance Management for Managers/Supervisors

Flexibility – Accountability – Results

www.cpms.osd.mil/nsps

Introductions



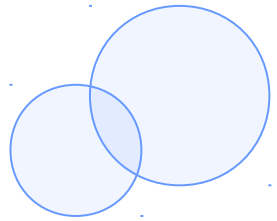
Ground Rules

MORE helpful …

- Focusing on understanding the system
- Participating in activities
- Sharing what you know
- Asking a question

LESS helpful …

- Focusing on changing the system
- Laying low
- Hogging the mike
- Making up an answer



Parking Lot

Agenda & Participant Guide

DAY 1

Lesson 1:
Course Introduction

Lesson 2:
Performance Management

Lesson 3:
NSPS at a Glance

Lesson 4:
NSPS In Action

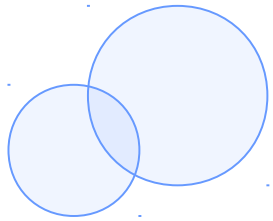
DAY 2

Lesson 5:
Roles & Responsibilities

Lesson 6:
Performance Feedback

Lesson 7:
Performance Conversations

Lesson 8:
In Review



Course Objectives

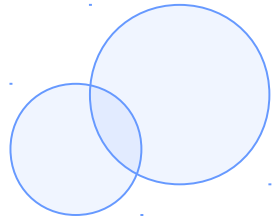
After completing this course you will be able to:

- Describe the benefits of performance management.
- Describe the key elements of the NSPS performance management system.
- Write results-focused job objectives.
- Describe why aligning job objectives to the goals of your organization and the DoD mission is important.

Course Objectives

After completing this course you will be able to:

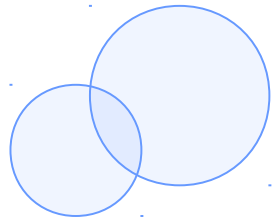
- Rate performance using performance indicators and contributing factors.
- Describe the new roles and responsibilities of supervisors and employees under NSPS.
- Work with employees to effect performance improvements at the individual and organizational levels.



Course Topics

What's in scope…

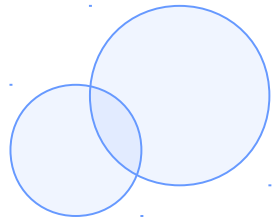
- Roles and responsibilities
- Communicating effectively
- Giving feedback
- Writing job objectives
- Aligning performance
- Improving performance
- Rating performance
- Rewarding performance



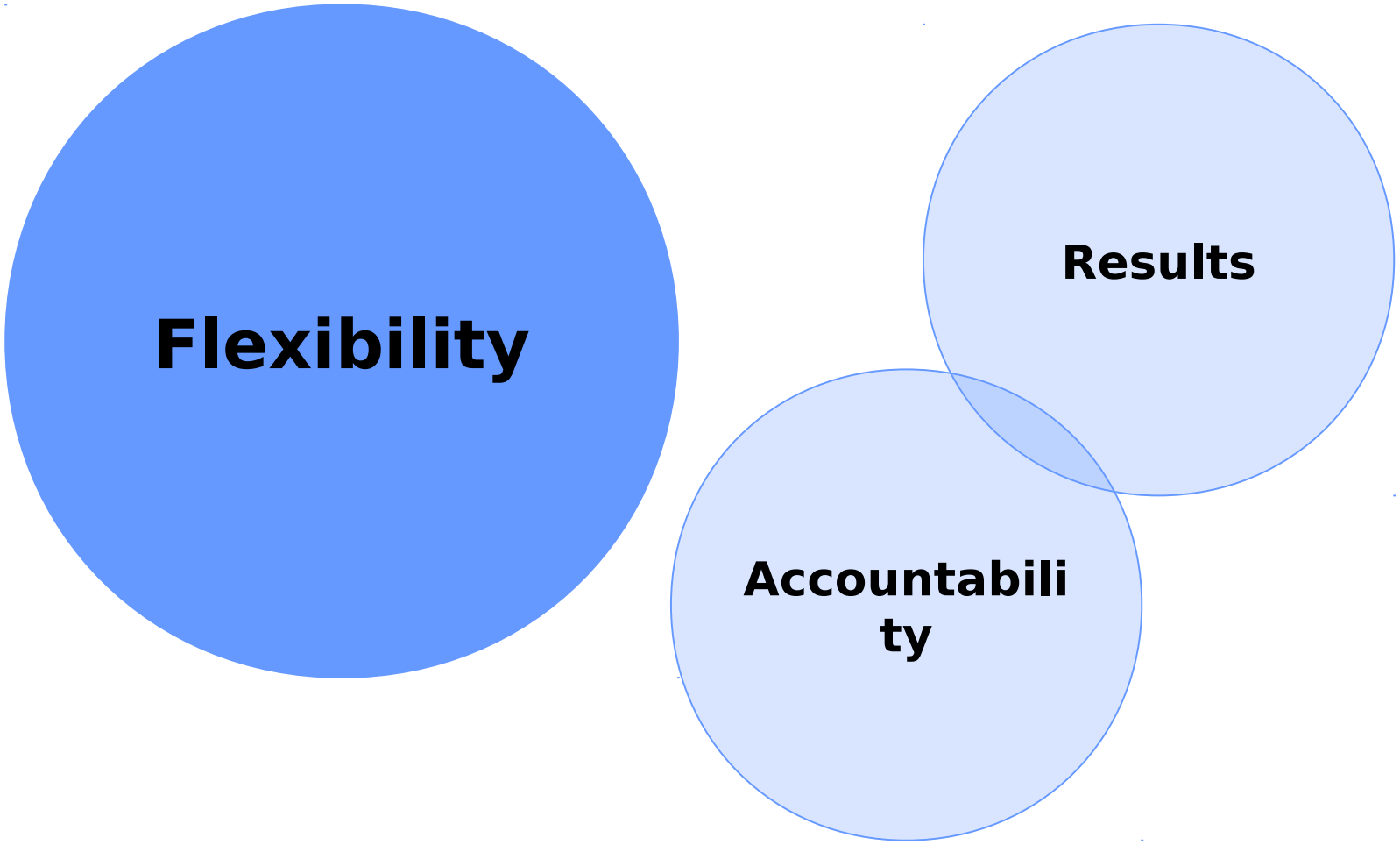
Course Topics

What's NOT in scope …

- Topics covered in the HR Elements courses.
- Fine points about the pay pool management and appeals processes (additional training to follow).
- Instructions for using the Performance Appraisal Application.
- New supervisor skills training.



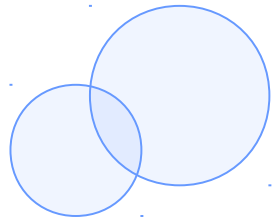
Why NSPS?



Why NSPS?

"You will never stub your toe standing still. The faster you go, the more chance there is of stubbing your toe, but the more chance you have of getting somewhere."

Charles Kettering, former president of General Motors



What Does This Say?

What Does This Say?

concerns and fears

The Rumor Mill

"A rumor without a leg to stand on will get around some other way."

John Tudor, baseball player

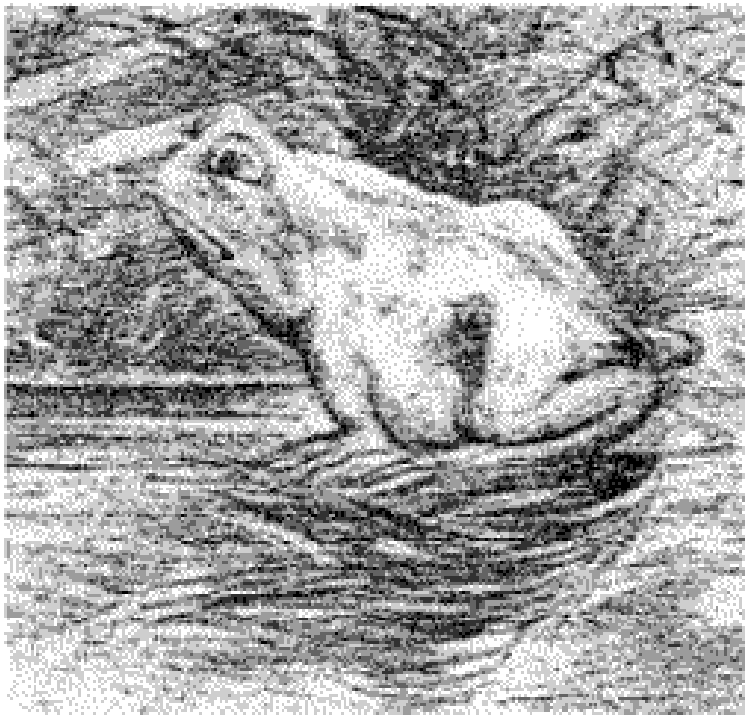
"A rumor is one thing that gets thicker instead of thinner as it is spread."

Richard Armour, poet

"Rumor travels faster, but it don't stay put as long as truth."

Will Rogers, actor, lecturer, humorist

What Do You See?



Acceptance & Experience Benchmarks

ACTIVITY

Learning Benchmarks

Pre-Course Learning Benchmark

- Measures your knowledge about NSPS performance management before taking this course.

Post-Course Learning Benchmark

- Measures your learning as a result of taking this course.
- Same questions as Pre-Course Learning Benchmark.

Write the ID number provided by your instructor in the name field. Use the same ID on your Pre-Course and Post-Course Learning Benchmarks.

Questions